



TRAIL
The Rizal Academy for Innovation
and Leadership



CERTIFICATION PROGRAM ON ACTION LEARNING

*for Managers, Executive Coaches,
Corporate Trainers and Change Consultants*

3-day Workshop

Nov. 25-26, 2014 and Jan. 26, 2015

8:30 a.m. - 5:30 p.m.

Marco Polo Ortigas Manila

Kashmir, 9th Floor, Meralco Ave. and Sapphire St.,
Ortigas Center, Pasig City



What is ACTION LEARNING?

A process that involves a small group working on real problems, taking action, and learning in the process. It is a powerful instrument that creates dynamic opportunities for individuals, teams and organizations to learn.

Why ACTION LEARNING?

The 21st century is characterized by the increasing speed of change brought about by technology, globalization, climate change, which has impacted on all aspects of our lives... the way we live, the way we work, and the way we conduct our business.

Einstein once said that the solutions to today's problems cannot come from the same kind of thinking that created the problem. More than ever, organizations need to think up of new ways to address the complexities and challenges brought about by the changing times. Thus, to succeed and continue to thrive, organizational leaders of the 21st century need to develop the skills and capacities for action learning and its accompanying skill sets of action research, collaboration, reflective and generative dialogue, empathic listening, critical and innovative thinking.



How will ACTION LEARNING benefit my Organization?

- * Embed a learning culture that engages the whole system to participate in problem solving and work process improvements.
- * Assist leadership growth and capacity building for human resource development.
- * Enable participants to establish effective, mutually respectful working relationships with co-workers at all organizational levels.
- * Relate the latest action research/action learning theory and methods to organizational challenges.

After the Program, you will have

- ✓ Acquired the skills and knowledge of action learning and research through real-life work application in an innovation lab intended to introduce work process improvements.
- ✓ Developed leadership capacities for group facilitation and dialogue, inquiry, emphatic listening, action research, critical and innovative thinking.

"In the long run, the only sustainable source of competitive advantage is your organization's ability to learn faster than its competition."

Peter Senge, Author - The Fifth Discipline, The Art of the Learning Organization

Investment Fee:

P 20,000.00 - regular rate

P 18,000.00 - discounted rate by Nov. 21, 2014

P 16,000.00 - discounted rate by Nov. 7, 2014

Work teams are encouraged to attend. Group rate of 3+1.

"Leadership for the 21st Century"

Lead Facilitator:

Marisol D. Lopez



Marisol Lopez is co-founder and President of The Rizal Academy for Innovation and Leadership (TRAIL). She is the former President and co-founder of Organizational Change Consultants International (OCCI) Center for Learning, Inc. and the OCCI Fullness of Life Foundation. She is also the convenor of the Society for Organizational Learning (SoL) Philippines and member of the Society for Organizational Learning (SoL) Global.

Ms. Lopez is an ELIAS Philippines Fellow of the Presencing Institute-MIT, Cambridge, Massachusetts, USA. ELIAS standing for Emerging Leaders Innovate Across Sectors. She was also a participant of the 2-year Presencing-in-Action Lab Masterclass in 2010-2012, facilitated by Dr. Peter Senge and Dr. Otto Scharmer.

She co-convened Camp Snowball Philippines 2011 to bring a delegation to Camp Snowball USA, who will cascade Education for Sustainability and Systems Thinking in basic education.

She has 25 years of continuous learning and practice in Leadership and Organizational Transformation.

Program Design: Level 1 - Tools and Practices for Action Learning

3-day Workshop

November 25, 2014 8:30 a.m. - 5:30 p.m.

November 26, 2014 8:30 a.m. - 5:30 p.m.

Marco Polo Ortigas Manila, Kashmir, 9th floor Meralco Avenue and Sapphire St., Ortigas Center, Pasig City

First day shall cover the concept and tools of action learning such as the Iceberg Model, Stock and Flow, Causal Loops. You will engage in reflective and generative dialogues in learning circles with a TRAIL Executive Coach.

The second day shall cover the Theory U innovation lab process that will guide you in designing a learning platform for your field work back in the workplace.

Successful action learning applications will be shared by TRAIL Corporate clients.

3 weeks action research with online coaching from TRAIL Executive Coach

Using the Iceberg template, you will interview stakeholders and go on sensing journeys to gather data on current practices of your organization. You will also be encouraged to “shadow” best practices from other departments and/or companies. Using action learning tools, you will conduct team learning sessions and make an initial proposal to your Group Manager for a work improvement initiative.

1 day Follow-up / Closing Session

January 26, 2015 8:30 a.m.- 5:30 p.m.

Marco Polo Ortigas Manila, Kashmir, 9th Floor, Meralco Avenue and Sapphire St., Ortigas Center, Pasig City

You will present your personal and team learnings from the program and receive a Certificate of Completion for fulfilling the Level 1 of the Certification Program.

Level 2 - Certification Program for Managers, Executive Coaches, Corporate Trainers and Change Consultants

4-month Program to deepen understanding of the principles of ACTION LEARNING and to master the practice in real work situations.

Who is The Rizal Academy for Innovation and Leadership (TRAIL)?

TRAIL is an educational initiative from leaders of Business, Civil Society and Government intended to offer executive training programs and technical support for change agents and innovative leaders who wish to continue the work of structural reforms for a more prosperous, just and compassionate society. TRAIL is the local partner of the Presencing Institute, Cambridge, Mass. USA, a global awareness-based action research university for profound societal innovation and change. TRAIL is also an active member of the Global Society for Organizational Learning.

What is SoL Philippines?

The Society for Organizational Learning Philippines (SoL Philippines) is a recognized community of Global SoL. It is a community of practitioners/managers, consultants/capacity builders, coaches and researchers transforming the Philippines through organizational learning.

For more details, please contact:

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